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# THE LABOUR MARKET

## Employment

Past Commentaries have noted the many revisions made to official estimates of employment, including those made in May 1994, following the selection of a revised panel of employers who form the basis for the procedures to estimate total employment. Recently the Department of Employment revised its estimates of employees in employment, particularly in the construction industry. In Britain as a whole the revisions added around 120,000 extra jobs in the construction industry. This helps in part to resolve the puzzle of apparently "jobless recovery".

Data on employment are generally founded upon employer-based sample surveys which are benchmarked to a biennial Census of Employment. Recently, the results of the September 1993 Census of Employment have become available (the first full Census since 1981, though sample censuses were taken in 1984, 1987, 1989 and 1991), and this, together with some revisions to the 1991 Census, has led to revisions of the estimates of employees in employment back to December 1989 (on a seasonally unadjusted basis). Furthermore, the 1993 Census results have been classified according to Standard Industrial Classification 1992 (SIC 92), which replaces SIC 80, and gives greater disaggregation of the (now substantially larger) services sectors.

The most recent employment data reflect the effects of two revisions. First, the results of the Annual Employment Survey (AES) have been incorporated. The AES replaces the biennial Censuses of Employment and was conducted for the first time in 1995. Secondly, the panel of employers from which shorter-term employment surveys was updated. At the time of writing a complete "backcasting" of the revisions due to the latter change was not published, and so the most recent changes should be interpreted with considerable caution. The next Commentary will provide a fuller analysis of the changes.

The most recent estimates of employees in employment are given in Tables 1 and 2. Table 1 provides both the original and revised estimates of broad employment aggregates. As of the Census date (September 1993) Scotland's estimated total of

employees in employment was revised downwards by 30,000 (the biggest such revision) while the estimate of employment in the South East was increased by 69,000 (the largest upwards revision). From the March 1994 estimates reported in Table 1 it is clear that estimates of male employment were revised downwards by substantially less (5,000, all part-time) than female employment (25,000, of which 14,000 is part-time). This reduction in estimated employment is concentrated in manufacturing industries (-44,000 or nearly 13%), though this partly reflects a re-classification of workers in engineering and food manufacturing to service sectors. This accounts for the increase in the estimate of employees in employment in services (of around 9,000).

The most recent employment data are for December 1996 and these are also reported in Tables 1 and 2. However, while these figures and those from June reflect both the AES and employer panel revisions (see above), the earlier employment data incorporate neither. Accordingly, the changes in employment discussed below should be interpreted with considerable caution. Overall, it appears as if total employees in employment rose by around 28,000 (1.4%) in the year to December 1996. Full-time male employees in employment are estimated to have fallen by 15,000 (1.5%), and estimates of full-time female employment rose by 24,000 (4.6%). Part-time male employment estimates fell by 8,000 (8.2%) and part-time female employment rose by 27,000 or 6.2%.

Table 2 presents only the revised estimates of employees in employment by sector because of the difficulties of comparison across different SICs. However, again the most recent data revisions are only fully reflected in the employment figures reported since June. Over the year to December 1996 employment in service industries rose by nearly 40,000 (2.7%), but fell by 16,000 (3.3%) in Production and Construction. The biggest employment losses occurred in Transport etc. (7,000 or 6.3%) and employment fell by 6,000 in Real Estate etc. (2.9%) and by 6,000 in Manufacturing (1.9%). Growth in estimated employment was greatest in Wholesale and retail trade etc. (18,000 or 6.0%).

### **Vacancies: stocks and flows**

Over the year to March 1997 unfilled vacancies at job centres in Scotland fluctuated between 22.9 (22.0) and 28.7 (30.8) thousands on a seasonally adjusted (unadjusted) basis (Table 3). Vacancies rose by 5.5 thousand in the year to March 1997, on a seasonally adjusted basis. There were still large gross flows, however (Table 4). These were of a similar order of magnitude to the outstanding stock of vacancies in each month. For example, in January 1997 inflows were 24.7 thousand and outflows were 25.0 thousand. The short average duration of vacancies is a sign that employers on average do not find it difficult to fill posts because of a continuing slackness in the labour market (although employers may still find it difficult to recruit specific skills in particular locations).

### **Unemployment: stocks and flows**

Recent data on the seasonally adjusted unemployment stock are presented in Table 5. The most recent data, of course, reflect the new rules governing eligibility to claim benefit which have been in place since 7 October 1996 when both unemployment benefit and unemployment-related income support were replaced by the Jobseeker's Allowance (JSA). Since this significantly reduces the period over which claimants are eligible for benefits, the effect is to reduce the number of registered unemployed, even in the absence of any change in underlying labour market conditions.

Over the year to March 1997 total unemployment fell by about 27.5 thousand, from 195.0 thousand and from 8.0% to 6.9% of the working population. This represents a reduction in the level of unemployment of 14.1%, although it should be noted that the major part of the fall occurred after the introduction of JSA. Female unemployment fell by 7.7 thousand over the year, while male unemployment fell by 19.8 thousand.

Table 6 presents recent flows into and out of the unemployment stock. In March 1997 inflows were, at 28.2 thousand, about 1.0 thousand more than in the same month of 1996. Outflows were, at 36.4 thousand, 3.7 thousand more than in January 1996. If gross outflows were maintained at their March 1997 level unemployment stocks could turnover in less than 5 months.

The August 1995 Employment Gazette reported labour force projections for UK regions from 1994 to 2006. Alone among the standard UK regions

Scotland is projected to experience a small decline in its labour force (of 0.2%) over the period. This reflects the combined effects of a 3.7% projected fall in the male and a 4.2% rise in the female labour force. In GB as a whole the aggregate labour force, in contrast, is projected to grow by 5.8% again concentrated among females. These projected trends reflect differences in region's demographic structure, activity rates and in net migration patterns. Small increases in Scottish activity/participation rates of the scale observed in the recent past, could quite easily cause the outcome labour force to differ substantially from these projected levels, however. The outcome will also be very sensitive to induced migration flows.

### **DELOITTE & TOUCHE SCOTTISH CHAMBERS' BUSINESS SURVEY EVIDENCE: FIRST QUARTER 1997**

Results from the latest Deloitte & Touche Scottish Chambers' Business Survey (covering the first quarter of 1997) suggest rising employment in manufacturing, wholesale and in retail distribution. Whilst employment declined in construction, finance and tourism, the declines in finance and tourism were less than anticipated. All sectors expect a net increase in employment in the second quarter. The anticipated rise in construction is the largest ever reported. Generally recruitment activity was slightly higher than a year ago. In manufacturing and construction difficulties were evident in the recruitment of skilled, technical and managerial staffs. In the service sector difficulties in recruiting suitable staffs were less, except in tourism, where problems were widespread.

Average pay increases in the first quarter ranged from 3.3% in construction to 5.4% in tourism, with an increase of 3.5% in finance, 4.0% in manufacturing and between 4.2% and 4.3% in distribution.

The rate of increase in the service sector was slightly higher than a year ago, however, upward pressure on pay increases remains slight.

### **Employment**

Rising employment trends continued, as anticipated, in manufacturing and wholesale and, unexpectedly, in retail distribution. The anticipated level trend in construction did not occur, and a net of -6% reported reducing employment. In both finance and tourism the declines in employment, nets of -4% and -7% respectively, were less than anticipated.

All sectors expect a net increase in employment in the second quarter. The anticipated rise in manufacturing is the strongest for more than two years, whilst in construction the expected increase, if realised, would be the strongest increase since the survey was revised in 1990.

In the service sector the increase in wholesale employment is expected to strengthen. In retail the unexpected increase is forecast to strengthen to a net of +8% in quarter two. Over the past 15 months part time employment has consistently risen in retail whilst full time employment has consistently declined.

For a further quarter there was a slight increase in the percentage of manufacturing and construction respondents reporting shortages of skilled labour restricting their output. Changes in manufacturing employment affected less than 50%, nevertheless, 27% reported increasing employment and 28% expect to increase employment in the second quarter. More than a third reported increased levels of overtime working. In construction a fifth increased and 26% reported reducing employment. Changes to employment in the second quarter are expected to be at the margin, affecting less than a third.

Once again changes in employment in wholesale affected less than 30%. Firms are slightly more confident in their expectations of increased employment in quarter one. Changes in employment in retail again affected less than 30%, nevertheless, 14% reported increased, and only 9% reduced employment. Firms are slightly more confident of increased employment in quarter two. Once again net increases in part time and temporary employment concealed declines in full time employment, although these changes affected less than 20% of respondents.

As expected changes to employment in finance continued to be at the margin, nevertheless, the decline, a net of -4% was the weakest decline since the survey was revised in 1990. A net of financial respondents are forecasting a rise in employment in quarter two, the first time a rise has been forecast.

These changes continue to reflect increased use of part time and temporary staffs, the downward trend in full time staff continued.

Changes to levels of employment in tourism were less widespread, with 39% reporting changes (16% increased and 23% reduced employment). The strong rise in employment forecast for the second

quarter reflects increases in both full and part time staffs.

## **Recruitment**

Recruitment activity in manufacturing rose to 52%, almost the average for the first quarter for the past three years. Difficulties were more evident in the recruitment of skilled, and to a lesser extent technical staffs. Recruitment activity in construction was slightly higher than the average for the first quarter for the past three years. Problems were again were evident in the recruitment of suitable skilled and managerial staffs.

Recruitment activity was slightly higher in wholesale than in the first quarter in previous years. Once again few recruitment difficulties were evident. Whilst recruitment activity in retail remained stronger than in previous years difficulties in attracting suitable staff were less evident.

Recruitment activity in finance was again at a low level. In contrast almost three quarters of tourism respondents sought to recruit a broad range of occupations. Problems were widespread in the recruitment of suitable skilled and other manual staffs.

Recruitment difficulties have tended to increase slightly in construction, but are most widely reported in tourism.

TABLE 1 EMPLOYEES IN EMPLOYMENT IN SCOTLAND: INDUSTRY AGGREGATES ('000s)\*  
(Figures in square brackets reflect the 1989 and 1990 LFS. The latest estimates reflect the impact of the 1991 LFS.)

(SIC 1980) SIC 1992		MALE		FEMALE		TOTAL	Prod/Const	Production	Manuf.	Services
		(All) Full-time	P/T	(All) Full-time	P/T		(1-5) C-F	(1-4) C-E	(2-4) D	(6-9) G-Q
1979	Jun	(1,205)		(897)	(332)	(2,102)	(831)	(676)	(604)	1,224
1989	Jun	[1,018]		[941]	[384]	[1,959]	[599]	[474]	[416]	[1,331]
	Sep	[1,034]		[934]	[389]	[1,968]	[594]	[460]	[402]	[1,344]
	Dec	[1,033]		[939]	[401]	[1,972]	[595]	[461]	[402]	[1,349]
1990	Mar	[1,027]		[930]	[395]	[1,957]	[591]	[457]	[397]	[1,337]
	Jun	[1,031]		[942]	[406]	[1,974]	[591]	[458]	[398]	[1,353]
	Sep	[1,040] (1,043)		[943] (943)	[406] (404)	[1,983] (1,986)	[597] (594)	[465] (464)	[405] (405)	[1,356] (1,362)
	Dec	[1,034] (1,043)		[946] (949)	[417] (416)	[1,980] (1,992)	[591] (589)	[462] (462)	[401] (403)	[1,362] (1,376)
1991	Mar	[1,021] (1,035)		[936] (941)	[412] (413)	[1,956] (1,978)	[573] (571)	[449] (450)	[388] (391)	[1,356] (1,377)
	Jun	[1,015] (1,031)	106	[944] (953)	[414] (417)	[1,959] (1,984)	[562] (561)	[443] (444)	[383] (385)	[1,368] (1,394)
	Sep	[1,011] (1,026)	103	[947] (954)	[418] (414)	[1,958] (1,984)	[560] (567)	[443] (444)	[383] (385)	[1,370] (1,394)
	Dec	(1,026) {1,037}	(105) {85}	(952) {976}	(416) {427}	(1,978) {2,013}	(543) {560}	(434) {435}	(376) {377}	(1,416) {1,425}
1992	Mar	(1,020) {1,026}	(112) {87}	(955) {980}	(418) {429}	(1,975) {2,005}	(535) {551}	(430) {431}	(373) {372}	(1,411) {1,426}
	Jun	(1,024) {1,023}	(123) {92}	(956) {981}	(419) {431}	(1,979) {2,005}	(528) {544}	(425) {425}	(368) {368}	(1,424) {1,434}
	Sep	(1,008) {1,012}	(119) {81}	(948) {980}	(416) {432}	(1,956) {1,992}	(519) {543}	(418) {427}	(361) {360}	(1,410) {1,423}
	Dec	(993) {993}	(95) {90}	(971) {984}	(436) {442}	(1,963) {1,976}	(520) {529}	(405) {416}	(348) {359}	(1,418) {1,421}
1993	Mar	{988}	{85}	{979}	{437}	{1967}	{534}	{414}	{358}	{1,408}
	Jun	{1000}	{91}	{992}	{445}	{1991}	{531}	{417}	{364}	{1,433}
	Sep	{1009}	{92}	{994}	{445}	{2003}	{536}	{414}	{362}	{1,440}
	Dec	{1001}	{95}	{996}	{450}	{1996}	{532}	{410}	{360}	{1,440}
1994	Mar	893 {985}	88 {93}	525 {981}	431 {445}	1937 {1966}	472 {520}	347 {399}	305 {349}	1,430 {1,421}
	Jun	899 {996}	92 {96}	535 {990}	436 {449}	1962 {1987}	482 {528}	353 {403}	313 {354}	1,443 {1,433}
	Sep	899 {1006}	95 {99}	538 {989}	435 {447}	1967 {1994}	483 {531}	355 {400}	316 {352}	1,447 {1,437}
	Dec	888 {987}	95 {99}	528 {980}	434 {449}	1945 {1967}	479 {521}	357 {401}	316 {354}	1,431 {1,421}
1995	Mar	886 {978}	96 {96}	520 {948}	427 {427}	1928 {1947}	466 {508}	352 {395}	312 {348}	1,427 {1,414}
	Jun	887	95	525 {963}	437	1944	470	357	318	1,439
	Sep	894	97	526	430	1947	479	359	319	1,434
	Dec	892	98	518	435	1943	477	360	321	1,432
1996	Mar	879	94	514	428	1915	468	355	316	1,413
	Jun	884	87	545	459	1974	468	320	316	1,468
	Sep	893	88	545	462	1988	474	353	318	1473
	Dec	877	90	542	462	1971	461	350	315	1471

Source: Department of Employment Gazette

\* Figures within [.] reflect estimates prior to the 1989 Census of Employment

Figures within (.) reflect estimates prior to the 1991 Census of Employment

TABLE 2 EMPLOYMENT: SCOTLAND EMPLOYEES IN EMPLOYMENT (000's)*														
SIC 1992	Agric. hunting forestry fishing	Mining & Quarry- ing	Manufac- turing	Elect, gas & water supply	Constru- ction	Wholesale retail trade & repairs	Hotels & rest.	Tr'port storage & comm.	Financial inter- mediation	Real Estate renting & bus. activities	Public admin. & defence: comp. Soc. Sec.	Educa- tion	Health & Social Work	Other comm, social & pers. activities
	A,B	C	D	E	F	G	H	I	J	K	L	M	N	O-Q
1994														
Mar	35	23	305	19	125	299	117	117	79	198	134	144	247	95
Jun	37	22	313	19	128	299	130	116	80	197	135	143	246	97
Sep	37	22	316	18	127	300	130	118	78	200	134	143	248	96
Dec	35	23	316	19	122	305	120	112	78	199	132	145	245	95
1995														
Mar	35	23	312	17	115	297	118	112	78	202	135	146	243	96
Jun	35	23	318	17	112	300	129	114	76	203	135	144	245	93
Sep	35	23	319	17	120	296	127	112	75	207	135	142	247	93
Dec	34	23	321	16	117	302	117	112	75	206	134	144	248	94
1996														
Mar	34	22	316	16	114	292	115	110	74	198	134	144	249	96
Jun	38	18	316	16	116	315	129	107	78	202	133	151	259	96
Sep	41	20	318	15	122	312	130	107	80	202	133	149	261	100
Dec	38	19	315	16	111	320	123	105	80	200	131	151	262	100

\* See notes to Table 1

Source: Department of Employment Gazette

TABLE 3 UNFILLED VACANCIES AT JOBCENTRES - SCOTLAND ('000s)					
	Seasonally adjusted			Vacancies at Careers Offices	
	Number	Change since previous month	Aver. change over 3 months ending	Unadjusted Total	Unadjusted
1994 Jan	19.2	0.3	0.4	15.8	0.5
Feb	18.4	-0.8	-0.1	16.3	0.4
Mar	18.3	-0.1	-0.2	17.5	0.5
Apr	18.5	0.0	-0.1	19.1	0.6
May	19.4	0.9	0.3	20.5	0.6
Jun	20.0	0.6	0.5	21.5	0.6
Jul	20.2	0.2	0.6	20.2	0.6
Aug	21.0	0.8	0.5	20.9	0.6
Sep	21.3	0.3	0.4	22.7	0.6
Oct	21.0	-0.3	0.3	22.9	0.7
Nov	20.7	-0.3	-0.1	21.7	0.7
Dec	21.4	0.7	0.0	20.2	0.6
1995 Jan	21.8	0.4	0.3	18.8	0.6
Feb	21.6	-0.2	0.3	19.4	0.6
Mar	22.4	0.8	0.3	23.3	0.6
Apr	22.8	0.4	0.3	23.3	0.6
May	22.5	-0.3	0.3	23.5	0.5
Jun	23.1	0.6	0.2	24.5	0.7
Jul	23.7	0.6	0.3	23.7	0.8
Aug	24.1	0.4	0.5	24.2	0.7
Sep	24.5	0.4	0.5	26.0	0.7
Oct	24.2	-0.3	0.2	26.0	0.6
Nov	23.9	-0.3	-0.1	24.8	0.6
Dec	23.7	-0.2	-0.2	22.6	0.5
1996 Jan	23.5	-0.2	-0.2	20.6	0.4
Feb	23.5	0.0	-0.1	21.7	0.4
Mar	23.1	-0.4	-0.2	22.0	0.4
Apr	22.9	-0.2	-0.2	23.0	0.5
May	23.4	0.5	0.0	24.0	0.7
Jun	24.4	1.0	0.4	25.7	0.8
Jul	25.8	1.4	1.0	26.1	0.8
Aug	26.0	0.2	0.9	26.3	0.8
Sep	27.6	1.6	1.1	29.8	0.6
Oct	28.6	1.0	0.9	30.8	0.8
Nov	28.7	0.1	0.9	29.8	0.6
Dec	28.2	-0.5	0.2	27.2	0.5
1997 Jan	28.0	-0.2	-0.2	24.9	0.5
Feb	28.5	0.5	-0.1	25.9	0.6
Mar	28.6	0.1	0.1	27.2	0.7

Source: Department of Employment Press Notice

Note: Figures from October reflect the revised basis of seasonal adjustment from November 1992

TABLE 4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTED -  
SCOTLAND

In-flow		Out-flow		000s of which: Placings		
Date	Level	Average change 3 months ended	Level	Average change 3 months ended	Level	Average change 3 months ended
1994 Jan	23.1	0.1	23.2	0.2	20.0	0.3
Feb	22.6	-0.7	23.5	-0.1	20.5	0.0
Mar	21.9	-0.5	22.1	-0.2	19.4	0.0
Apr	23.1	0.0	22.7	-0.1	20.2	0.1
May	23.1	0.1	22.8	-0.2	20.2	0.0
Jun	21.3	0.7	23.4	0.4	20.9	0.4
Jul	22.7	-0.1	22.1	-0.2	19.7	-0.3
Aug	25.4	0.8	24.6	0.6	21.7	0.5
Sep	23.1	-0.4	22.7	-0.2	20.0	-0.3
Oct	23.5	0.3	23.7	0.4	20.7	0.3
Nov	24.4	-0.3	24.7	0.0	21.6	0.0
Dec	24.6	0.5	23.8	0.4	20.7	0.2
1995 Jan	24.3	0.3	23.9	0.1	20.7	0.0
Feb	24.1	-0.1	24.3	-0.1	21.4	-0.1
Mar	24.3	-0.1	23.5	-0.1	20.7	0.0
Apr	24.4	0.0	24.5	0.2	21.5	0.3
May	24.6	0.2	24.6	0.1	21.7	0.1
Jun	25.5	0.4	24.9	0.5	22.1	0.5
Jul	25.7	0.4	25.0	0.2	22.1	0.2
Aug	27.2	0.9	26.8	0.7	23.6	0.6
Sep	25.1	-0.1	25.0	0.0	22.0	0.0
Oct	27.3	0.5	27.4	0.8	24.0	0.6
Nov	26.1	-0.4	26.4	-0.1	23.1	-0.2
Dec	24.2	-0.3	24.0	-0.3	20.8	-0.4
1996 Jan	25.5	-0.5	25.9	-0.4	22.8	-0.4
Feb	26.1	0.0	26.1	-0.1	22.4	-0.2
Mar	25.0	0.3	25.6	0.5	22.0	0.4
Apr	25.6	0.0	25.5	-0.1	21.6	-0.4
May	25.5	-0.2	25.3	-0.3	21.4	-0.3
Jun	23.5	-0.5	22.7	-1.0	19.1	-1.0
Jul	25.2	-0.1	24.0	-0.5	20.4	-0.4
Aug	24.6	-0.3	24.6	-0.2	20.7	-0.2
Sep	25.0	0.5	23.6	0.3	20.0	0.3
Oct	23.0	-0.7	22.2	-0.6	18.9	-0.5
Nov	25.2	0.2	24.7	0.0	20.4	-0.1
Dec	26.0	0.3	26.9	1.1	22.5	0.8
Jan	24.6	0.6	25.0	1.0	21.1	0.7
Feb	26.3	0.4	26.0	0.4	21.7	0.4
Mar	28.1	0.7	27.8	0.3	23.9	0.5

Source: Department of Employment

Note: Figures from October reflect the revised basis of seasonal adjustment from November 1992



TABLE 5: SCOTLAND - UNEMPLOYMENT - SEASONALLY ADJUSTED (excluding school leavers ('000s) (Figures in parentheses reflect estimates on September 1988 basis - see text for details)						
Date	Male	Female	Total	Change since previous month	Ave. change over 6 months ending	Unemp. rate % of working pop.
1994 Jan	183.3	53.8	238.4	3.7	-1.3	9.5
Feb	182.0	53.5	236.8	-1.6	-1.5	9.5
Mar	181.3	52.7	234.7	-2.1	-1.3	9.4
Apr	181.3	52.2	233.5	-1.4	-0.9	9.3
May	180.4	52.2	232.6	-0.9	-0.8	9.4
Jun	179.2	51.4	230.6	-2.0	-0.9	9.3
Jul	179.0	52.7	231.7	1.1	-1.0	9.2
Aug	176.9	52.1	229.0	-2.7	-1.3	9.2
Sep	174.2	50.6	224.8	-4.2	-1.7	9.0
Oct	170.7	49.7	220.4	-4.4	-2.2	8.8
Nov	167.4	49.4	216.8	-3.6	-2.6	8.7
Dec	164.1	48.2	212.3	-4.5	-3.1	8.5
1995 Jan	162.4	47.7	208.0	-2.1	-3.6	8.4
Feb	160.9	47.1	210.1	-2.1	-3.5	8.3
Mar	159.1	46.4	205.5	-2.5	-3.2	8.2
Apr	156.8	45.9	202.7	-2.9	-3.0	8.3
May	155.1	45.5	200.6	-2.1	-2.7	8.2
Jun	153.0	45.2	198.2	-2.4	-2.4	8.1
Jul	152.7	46.0	198.7	0.5	-2.0	8.2
Aug	151.5	46.0	197.5	-1.2	-1.7	8.1
Sep	150.4	45.3	195.7	-1.8	-1.7	8.0
Oct	150.3	45.2	195.5	-0.2	-1.2	8.0
Nov	150.0	45.0	195.0	-0.5	-0.9	8.0
Dec	150.9	44.7	195.6	0.6	-0.4	8.0
1996 Jan	149.5	44.1	193.6	-2.0	-0.9	8.0
Feb	151.0	44.3	195.3	1.7	-0.4	8.0
Mar	150.2	44.8	195.0	-0.3	-0.1	8.0
Apr	151.6	45.8	197.4	2.4	0.3	8.1
May	150.9	45.7	196.6	-0.8	0.3	8.1
Jun	150.3	46.1	196.4	-0.2	0.1	8.1
Jul	148.7	46.0	194.7	-1.7	0.2	8.0
Aug	148.2	45.8	194.0	-0.7	-0.2	8.0
Sep	146.4	44.9	191.3	-2.7	-0.6	7.9
Oct	145.1	43.9	189.0	-2.3	-1.4	7.8
Nov	140.1	41.3	181.4	-7.5	-2.5	7.5
Dec	138.3	40.4	178.7	-2.7	-3.0	7.3
Jan	134.5	38.8	173.3	-5.4	-3.6	7.1
Feb	132.0	37.7	169.7	-3.6	-4.1	6.9
Mar	130.4	37.1	167.5	-2.2	-4.1	6.9

Source: Department of Employment

TABLE 6: UNEMPLOYMENT FLOWS - STANDARDISED, UNADJUSTED: SCOTLAND ('000s)

Month ending	In-flow	Out-flow
1993 Jul	49.2	34.6
Aug	34.4	34.6
Sep	35.1	48.9
Oct	35.5	41.7
Nov	35.6	35.4
Dec	32.8	30.3
1994 Jan	35.1	22.6
Feb	32.6	37.5
Mar	29.1	36.0
Apr	32.1	34.3
May	29.2	36.2
Jun	29.1	34.3
Jul	45.7	32.8
Aug	31.2	33.8
Sep	31.9	48.3
Oct	32.6	39.9
Nov	33.2	35.4
Dec	29.7	30.5
1995 Jan	32.0	22.4
Feb	29.6	35.6
Mar	26.9	35.3
Apr	30.0	33.3
May	25.0	33.3
Jun	26.4	32.5
Jul	43.9	29.9
Aug	30.8	31.3
Sep	31.5	43.3
Oct	31.9	37.4
Nov	32.4	31.4
Dec	29.0	25.1
1996 Jan	33.3	21.1
Feb	30.8	32.2
Mar	27.2	32.7
Apr	32.7	30.5
May	26.9	34.0
Jun	27.9	30.5
Jul	45.1	29.5
Aug	29.6	29.3
Sep	29.2	42.4
Oct	29.7	38.1
Nov	29.6	35.7
Dec	28.5	26.7
Jan	34.1	25.9
Feb	31.1	36.4
Mar	28.2	36.4

Source: Department of Employment